

Fulcrum Publishing Society
Board of Directors
MINUTES

Sunday, April 3rd, 2016
FSS4004, 10:30 a.m. - 3:24 p.m.
Meeting #10 2015-2016 Publishing Year

Present: Dayne Moyer (ex-officio), Simon Gollish, Nadia El-Bouzaidi (ex-officio), William Hume, Mackenzie Gray, Benjamin Miller, Kate Murray

Partially Present:

Absent (with reason): Carolyn Mutis, Jon Rausseo

Absent (without reason):

1. Opening of Meeting

B. Miller called the meeting to order at 10:33 a.m.

2. Approval of Agenda

S. Gollish motioned to approve the agenda. W. Hume seconded the motion. All approved. The motion carried.

3. Approval of February Minutes

S. Gollish motioned to approve the minutes. W. Hume seconded the motion. All approved. The motion carried.

4. Vote on January and February Agendas

S. Gollish motioned to allow the Chief of Staff to make changes to already approved agendas. W. Hume seconded the motion. All approved. The motion carried.

S. Gollish motioned to approve the changes made to the January and February agendas. K. Murray seconded the motion. All approved. The motion carried.

5. Standing Action List

B. Miller presented the Standing Action List and K. Murray made the necessary changes.

6. President's Report

M. Gray began by announcing that L. MacMillan resigned from her seat on the Board this past month. In terms of future Board recruitment, M. Gray stated that he's going to wait until the Annual General Meeting to try and recruit some more Board members.

M. Gray mentioned that the Finance Committee met several times over the past month to discuss The Fulcrum's budget for the upcoming year, which he will discuss in further detail later on in the meeting.

He explained that The Fulcrum terminated D. Orsini's contract. He thanked Board members for their discussion in handling the situation and to N. El-Bouzaidi and D. Moyer for managing the issue throughout this past year.

M. Gray concluded by explaining that he inquired about getting a Fulcrum scholarship started. M. Gray acknowledged that The Fulcrum has a finite time to figure out what it wants to do with its GICs, so he's just waiting to hear some feedback in order to understand what needs to be done.

D. Moyer noted that the GICs matured and that he asked The Fulcrum's banker not to put it into The Fulcrum's bank account and instead, to leave it in this invested, non-interest state. D. Moyer went on to say that it's safe and not gaining any interest. If The Fulcrum doesn't want to reinvest it nor buy a scholarship, then the GIC must move into The Fulcrum's bank account by the end of April. S. Gollish suggested that The Fulcrum just roll it over to a one year GIC. D. Moyer responded that he thinks The Fulcrum should discuss these options with its banker. He also mentioned that there are also some good three and five year investments that guarantee the capital, but the bank puts the GIC into a higher risk investment portfolio. With this option, D. Moyer explained that there are less guaranteed returns, but there is a chance that the returns can be a lot better. He also agreed that there are other options that The Fulcrum can explore, such as the one year GIC. S. Gollish added that the reason he believes the one year GIC is a good option is because The Fulcrum isn't going to set up a scholarship by the end of the Board meeting next month. M. Gray said that once he hears back from the bank, then The Board can start proceeding with these possibilities.

7. General Manager's Report

D. Moyer explained that The Fulcrum's IT specialist has been unreachable and that he'll try to update The Board as soon as he knows what's happening. Because the regular IT specialist was unresponsive, D. Moyer stated that he called Geek Squad instead. D. Moyer noted that The Fulcrum could continue to use Geek Squad for its technical support because they're reliable and well-priced, but they don't have the same historical memory of The Fulcrum's electronics that the regular IT specialist has.

B. Miller mentioned that he thought The Fulcrum changed IT specialists the year before. D. Moyer responded that The Fulcrum found another tech company to go to in emergency situations, but their services are well outside of The Fulcrum's budget range.

Regarding the surprise cancellation fee for The Fulcrum's credit card, B. Miller wondered whether we changed credit card companies last year because of similar reasons. D. Moyer said that he wasn't sure

about that, but that he did talk to A. Hawley at NASH about credit card companies and A. Hawley explained that The Fulcrum went with one that allowed The Fulcrum to charge online. D. Moyer noted that The Fulcrum's contract with them is done and that he gave them notice and will try to get the money back. The Fulcrum is with Minerus now, which is synched up with The Fulcrum's accounting software. B. Miller asked how does The Fulcrum ensure that this seemingly poor financial decision to switch to the company The Fulcrum was just with doesn't happen again. D. Moyer answered that he believes when it comes to sourcing suppliers, The Fulcrum could create a system where in order to take on a supplier, the General Manager has an obligation to write a report on three different suppliers. S. Gollish argued that he believed the issue here is not just the supplier, but also that The Fulcrum didn't actually have a business history to back it up. He further stated that at least with this company we know exactly what we've agreed to. B. Miller wondered if PayPal is an option worth revisiting. D. Moyer thinks that this option will eventually become more desirable for clients.

B. Miller noted that D. Moyer projected under CPM that The Fulcrum has an earning potential of \$12 000. He wondered how The Fulcrum can possibly talk about transitioning out of print when The Fulcrum's earning potential is \$12 000? D. Moyer replied that if there wasn't an Advertising Representative and there wasn't any printing costs than The Fulcrum could make more money as an organization because the advertising revenue offsets the printing costs quite closely. He went on to say that The Fulcrum's earning potential should increase as the usage of The Fulcrum's website increases. S. Gollish mentioned that the only thing he would worry about is that The Board always has to be mindful of The Fulcrum's revenue stream. It would be good if The Fulcrum could avoid eliminating certain revenue streams, at least for the time being. D. Moyer added that now would be a good time to have a meeting with someone at the University to inquire if the fees could be released from the University itself.

Addressing D. Moyer's question of contractors versus employees with regards to the Freelance Fund, B. Miller explained that he looked into it and the relevant CRA document is rc4110. He went on to say that The Board can talk more about it when the item comes up, but that the points D. Moyer brings up as to why these would be considered contractor positions are absolutely valid, while the filler picture is much more ambiguous. B. Miller suggested that The Board consult the Canada Revenue Agency for a ruling on whether they would be considered an employee or a contractor and this decision needs to factor in how The Board administers it.

8. Editor-in-Chief's Report

N. El-Bouzaidi announced that the transition from losing D. Orsini has been smooth because The Fulcrum's Visual Editor, K. Wiens will be taking care of the Production Manager role and M. Kierkus, the Staff Photographer, will be taking care of the Visual Editor role. N. El-Bouzaidi further mentioned that she is currently prepping for staff hiring next year.

N. El-Bouzaidi noted that The Fulcrum held several events in March, such as a workshop on working at The Fulcrum, a guest speaker come in and talk about freelancing, and an impromptu basketball viewing party. M. Gray asked whether people are showing up to the events that The Fulcrum is

having. N. El-Bouzaidi replied that it's the same people that are attending, but that it's a good mix of staff members and volunteers. She thinks that it's definitely worth doing events next year.

N. El-Bouzaidi explained that The Fulcrum held the online only issue over Easter week this year. From an editorial perspective, she stated that it's hard to get people to do work during that time. She emphasized that one of the biggest negatives about having it at that time is motivation, but the staff tried to push and enforce deadlines.

N. El-Bouzaidi concluded by announcing that The Fulcrum held the Editor-in-Chief election on March 3rd and there were quite a few volunteers who were present. She said that it went really well and no one spoiled their ballots. S. Awde was elected next year's Editor-in-Chief.

9. Finance Committee

M. Gray noted that he would address the budget later on in the meeting.

M. Gray also stated that D. Moyer purchased some additional ram for K. Wiens as well as a new router.

10. Human Resources Committee

S. Gollish stated that the HR issues from the last Board meeting have all been dealt with and are good. M. Gray added that role changes for next year will be elaborated more on during the budget discussion. S. Gollish reported that there are no major HR issues currently.

D. Moyer announced that B. Miller took an HR seminar and that The Fulcrum has decided to amend contracts for next year to have a six month probation period. B. Miller elaborated that the way a six month probation period would work is that The Fulcrum would have the individual for three months on a trial basis and The Fulcrum would specify that after these three months, it would have the option to renew the individual's contract. M. Gray asked how the meeting went with D. Orsini. D. Moyer replied that it went well.

11. Accessibility Committee

S. Gollish motioned to remove the Accessibility Committee item from the agenda because J. Rausseo wasn't there to present it. W. Hume seconded the motion. All voted in favour. The motion carried.

12. Policy Committee

B. Miller explained that there is no chair of the Policy Committee. B. Miller went on to say that he doesn't know what else needs to be done this year, but he suggested that the Board have a de facto Policy Committee until next year, at which point another director could take over. M. Gray offered to be the chair for the Policy Committee for now.

13. Freelance Proposal

N. El-Bouzaidi asked what The Board would like for the social media reporter in terms of a job description in order to start the hiring process. B. Miller suggested that N. El-Bouzaidi look in Appendix B for the requirements. He also recommended that N. El-Bouzaidi give a plan for the position to execute and the Policy Committee can pass it as an amendment. B. Miller reminded The Board that technically, The Fulcrum is obligated to get an employee's consent before a job description can be changed in the Policy Manual.

D. Moyer stated that when drafting the Freelance Fund proposal, he, N. El-Bouzaidi and S. Awde tried to incorporate ideas and suggestions that have been discussed since the beginning of the year. D. Moyer explained that the Editorial team was able to examine the Freelance Fund file and N. El-Bouzaidi, S. Awde, and D. Moyer incorporated their feedback. He emphasized that one of the most important points for The Fulcrum in the Freelance Fund proposal is that individuals have staff status and they're actively writing for The Fulcrum before they can apply for a freelancer status. N. El-Bouzaidi and D. Moyer proceeded to present the main features of the Freelance Fund proposal as well as the suggested process of becoming a freelancer.

W. Hume asked how long the process of becoming a freelancer would take. D. Moyer explained that ideally, the team would like to approve this proposal and give volunteers the opportunity to get their freelance status over the summer. He admitted though that essentially the process will take as long as it takes the volunteers to write three pieces and schedule a critique. Discussion ensued about the timeline and logistics of previous Fulcrum employees who would be returning as volunteers next year. M. Gray argued that he doesn't think the timeline is realistic to have freelancers ready by the end of the summer. S. Gollish agreed, saying that he thinks it's going to take at least six weeks. B. Miller emphasized that there's a need to be some clarity with the time period of the three pieces. He suggested that if there is a motion to approve the Freelance Fund proposal today, it should be with the caveat that the line in the proposal concerning the timeline is clarified.

D. Moyer said that the team opted to write a proposal that doesn't have loopholes for volunteers. S. Gollish commented that if there are going to be exceptions given, then it must state that somewhere. S. Gollish also argued that if The Board can't classify these individuals as contractors, then he wouldn't approve the proposal because he doesn't believe it would make any sense. B. Miller agreed. D. Moyer suggested that The Board could discuss the Freelance Fund proposal and approve it only if it applies to contractors. B. Miller asked The Board if they would be willing to discuss the proposal with the caveat that it's approved for contractors, pending seeking counsel from the Labour Board and the CRA. All agreed.

D. Moyer stated that it is also very important to note in the proposal that the Editor-in-Chief can overrule sections of it within reason. Discussion then ensued on what The Board's involvement would be with this project if the motion for the Freelance Fund proposal is approved. B. Miller recommended that from a policy perspective, it might make the most sense to treat this Fund as an

Editorial Board item and have The Board only approve it in principle and then budget for it. M. Gray noted that he believes it is The Board's job to be clear on how a program runs. B. Miller mentioned that The Board should include the definition of the Freelance Fund. He went on to ask if there is anything else that The Board should include in the policies, for example who is responsible to D. Moyer. M. Gray added that it would be important to include how people get their status removed as well as the measuring outcomes.

Discussion ensued over whether these freelancers should be labelled a contractor versus an employee.

S. Gollish proposed that the freelancers should only be paid if their article is printed. B. Miller recommended that the Freelance Fund proposal could just be a pilot project that The Fulcrum tests out for one year. B. Miller stated that the important thing is how The Board approves it and what it puts in the policy document for when The Board consults the CRA and the Labour Board because the only way the the proposal will work is if the freelancers can be classified as contractors. S. Gollish agreed and added that the policy doesn't go into The Board's policy, but rather goes back to the Editorial Board for those members to manage. The Board could then request that there be some updates to it next year. Discussion ensued over whether an appeals process should be added or not. B. Miller noted that he's okay with putting money in the budget for the Freelance Fund, but he thinks that any approval must be pending consultation with the CRA and Labour Board as well as a discussion on feasibility. M. Gray motioned to approve in principle the Freelance Fund proposal pending seeking counsel from the CRA and the Labour Board. S. Gollish seconded the motion. All approved. The motion carried.

14. 2017 Budget

Decided that D. Moyer would present the key changes to next year's budget, with questions to follow. D. Moyer started by explaining that one of the key features of this budget is that it has a \$12,000 surplus. He then proceeded to go over the key features that he believed would be valuable for The Fulcrum's measurement, such as an online advertising line and a service revenues line, which he explained would primarily be for insertions. D. Moyer noted that the reason why he wanted to add the service revenue line was to have more transparency and because it is associated with a different cost, like paying the printer to insert things.

S. Gollish wondered how the surplus was calculated and if it was a budgetary risk. D. Moyer replied that it is The Fulcrum's revenue potential if The Fulcrum had a portfolio. Discussion ensued on the new and updated lines in the Revenue section of the budget. B. Miller asked how the \$90,000 figure was determined. D. Moyer responded that the figure represents everything that's been sold this year. B. Miller then wondered why that figure was kept constant given that The Fulcrum will be hiring a new advertising manager for the fall and that there will be a 30-40% reduction in printing. D. Moyer answered that The Fulcrum is not going to assess our rates lower at all. B. Miller then asked that given that a lot of The Fulcrum's clients are returning clients, does D. Moyer expect a backlash. D. Moyer said that he didn't at all. B. Miller then asked what factor D. Moyer thinks the new advertising manager will have on this. D. Moyer replied that it really depends on the person. He explained that a

significant amount of The Fulcrum's sales comes from companies requesting sales, while a really minimum portion of The Fulcrum's sales is based on an advertising manager going out and getting the sales.

D. Moyer then proceeded to go over the Expenses section and the main changes. D. Moyer noted that there is a lower wages and salary line because The Fulcrum removed some positions, which will affect The Fulcrum's WSIB and CPPI a little bit. He noted that the bad debts line has changed quite a bit to 3% instead of the industry standard of 7%, which he recommended that The Board assess again at the end of the year. D. Moyer mentioned that otherwise, lines are fairly comparable. He mentioned that the transportation line was increased in order to account for parking spots on the side of the road, the occasional Uber for the advertising representative, etc. D. Moyer further explained that this line is meant to offset the line reserved for the reserved university parking spot. D. Moyer explained that the Webmaster will be given an honourarium next year instead for bug fixes or any other problems because The Fulcrum's website is already set up.

M. Gray asked how things are going with regards to CUP. D. Moyer replied that he thinks CUP membership for the next year is something that the 2016-2017 Board should discuss. Discussion began over whether a CUP line should be included in the budget or not. Directors were agreeable to this. M. Gray said that The Fulcrum might have to increase the amount of money it's putting away towards NASH for this year depending on how many people from The Fulcrum participate this year because it's in New Brunswick and travel will be more expensive. A discussion on the fundraising line commenced and how much money should be allocated there.

B. Miller stated that the advertising budget last year was set for \$4000 with the understanding that there would be a plan in place and a dedicated position to execute that \$4000 budget. He doesn't believe that The Fulcrum has set aside the money and the wages for the designated marketing position this year, so he asked D. Moyer why the figure was kept the same for next year. D. Moyer replied that The Fulcrum needs to invest in some signs, a banner for 101 Week, and Facebook ads. He stated that The Fulcrum needs to spend more to exist on the campus and he thought that it's reasonable to keep that line in the budget the same. B. Miller agreed with The Fulcrum needing to spend money in that area, but he argued that The Fulcrum doesn't have any money set aside to make it somebody's job to do that. S. Gollish noted that he thinks these marketing tasks should be integrated into the advertising manager's portfolio as they would be receiving ads and buying ads. But he believes that this line is more for the purchasing of assets rather than for the position. B. Miller emphasized that in order to maximize the potential of this line, he believes that The Fulcrum needs to allocate more money to it. Discussion continued on the delegation of these marketing tasks and whether more funds should be allocated.

D. Moyer moved on to explain the changes made to the salary and wages section of the budget. D. Moyer mentioned that the Editor-in-Chief bonus was removed. He went on to add that the Managing Editor would be losing some salary, which will go towards the Social Media Coordinator position. S. Gollish wondered what the justification was for the Section Editors making more than the Managing Editor. D. Moyer responded by saying that the Section Editors do more work and are accountable for

more hours than the Managing Editor. He announced that the Online Editor position has been eliminated in favour of the position of Webmaster. A discussion began on the Social Media Coordination position, the expectations for that role, and whether more money should be invested in it either now or once they're hired. S. Awde read a brief job description outlining some of the roles that the Social Media Coordinator would be expected to perform. Both D. Moyer, B. Miller, and S. Gollish emphasized that whoever The Fulcrum hires for this position must be relatively independent-minded. N. El-Bouzaidi, M. Gray, and S. Gollish all argued that more money should be allocated to this position now as an incentive and due to the high demands of the job. B. Miller also added that allocating more money to the position is feasible because of the surplus in this year's budget and also very important in advancing the long-term goals of the paper. Discussion then commenced over whether this position should be year-round or not. B. Miller suggested that a separate discussion on the Social Media Coordinator role happen because there are a lot of points to go over. He went to ask the Board how much money they were willing to set aside for this position having in mind that there will be a separate discussion on it later. S. Gollish motioned that the Board at least double the salary for the Social Media Coordinator. M. Gray seconded the motion. All voted in favour. The motion carried.

D. Moyer continued to go over the remaining changes to the salary and wages section. M. Gray asked why the salary for the Associate Features Editor was reduced given that Dear Di is one of the most popular columns of the paper both in print and online. Discussion about this salary line ensued and the rationale of decreasing it. S. Gollish recommended that with this position, The Fulcrum could ask for more content without reducing the salary. S. Gollish then asked why The Fulcrum is cutting the salary for this position when it's clear that The Fulcrum is getting value for its money. B. Miller addressed the Board stating that the Board needs to decide where does the value of something come from? The demand, labour, intrinsic quality, or industry standard? S. Gollish motioned to maintain the 2015-2016 rate for the Associate Features Editor instead of seconding it. K. Murray seconded. All voted in favour. The motion carried.

M. Gray motioned to go in camera. W. Hume seconded the motion. All voted in favour. The motion carried. W. Hume motioned to bring D. Moyer in camera. S. Gollish seconded the motion. All voted in favour. The motion carried. K. Murray motioned to go out of camera. W. Hume seconded the motion. All voted in favour. The motion carried.

M. Gray motioned to approve the budget documents for presentation at the AGM with the amendments that have been discussed at this Board meeting. S. Gollish seconded. All voted in favour. The motion. carried.

15. Other Business

D. Moyer informed the Board of an issue with regards to the ROIs' that he had with The Fulcrum's auditor in November. D. Moyer had asked the auditor to authorize him with the CRA and he refused to file the paperwork. D. Moyer said that he plans on speaking with the auditor at the AGM. B. Miller

asked what the Board's courses of action are. D. Moyer suggested getting some quotes from other auditors.

B. Miller motioned to adjourn the meeting at 3:24 p.m. All approved. The motion carried.

Appendices

General Manager Report #009 April 3, 2016

FINANCIALS

BANK BALANCE: Our balance is currently \$126,075.83 and all books are balanced and up to date. Last year this time GSAED had issued their cheque for winter levy but the SFUO hadn't as of this time last year and I haven't heard much with regards to when we can expect it. I don't expect the recent news released by the SFUO with regards to their financial situation to affect us but perhaps now is the time to inquire as to whether or not the University can release our levy directly to us or at least ask how the levy will be managed if the SFUO does end up filing for bankruptcy.

MATURE: GIC Our GIC for \$66,217.00 has matured and is ready to be dealt with in some capacity. Obviously the bank would like us to renew the investment and have some options for us if we opt to do so. It's important we have a meeting in the next two weeks before mid April to discuss as we don't want to have this money in our chequing account at the end of the fiscal year.

YTD: I've attached a YTD to this report important notes are:

Our credit card charges line continues to exceed the budgeted expenditures primarily because cancelling our account with the company that was charging us too much resulted in an undisclosed \$500 cancellation fee that was removed from our account without notice or even a statement being issued. I am trying to recoup some if not all of that fee but at time of writing haven't had any luck in doing so. The changes I've made will be reflected in next fiscal year and we should be able to stay on budget in this line as a result of said changes.

Other lines are for the most part on budget and we will try to make a few purchases in office supplies and advertising and promotions before end of year to try and reflect the line a bit better as we are under by a reasonable amount in those expense lines.

AD DEPT

At time of writing sales have just broken \$90,000. A total of \$91,154.86 has now been contracted, an increase of \$9,304.50 since Dee's last reported sales total. I have successfully signed 11 more contracts, 4 of which are with new clients.

We have also wrapped up the installation and set up of Double Click for Publisher which is the free google plug in that accurately measures ad impressions. It has run all of our online ads for the past month and Reine has monitored the data carefully to ensure that it is in fact, accurate.

Moving forward all online sales will be on the CPM model which gives us the revenue potential in excess of \$12,000 from online ads next fiscal year. (278.6 thousand impressions times three ad spaces at a rate of \$15 / thousand)

COLLECTIONS

I've managed to get most old accounts from last publishing year on the phone and discussed their outstanding balances. Most clients were receptive and suggested they would be able to pay their debt in a reasonably prompt manner.

I've also mailed a statement of accounts with all outstanding invoices to every client who had an over 60 days balance on March 4. I will slowly be going through the process of emailing and phoning each client to follow up on that letter as part of our year end preparations.

WBK has stopped being available and not made a payment, they continue to have an outstanding balance of \$8161.23.

HR

Production Manager The termination of the production manager went as well as it could have with two staff members stepping up for the next two weeks. Nadia has covered the details in her report.

Hiring Postings for all ed board positions close next week. We will be assembling a hiring committee soon to process applicants and begin setting up interviews for next year. So far, no applications or inquiries have come across my desk.

Freelance Proposal Nadia, Savannah and I have worked very hard to put together a solid proposal that we feel is as comprehensive and transparent as possible. We presented it to both the Hr committee and ed board and incorporated feedback. We will present the proposal in it's entirety in other business. The one thing I'd like Benjamin's help doing due diligence on is ensuring that freelancers will qualify as contractors and will not have insurable income or any of the fees associated with processing all these freelancers as staff. I believe they will be regarded as contractors because they have the option to take or decline assignments, have no mandatory hours and use their own equipment to do all work.

631 KING EDWARD

WiFi/ Tech Support Our tech support company, Ottawa tech support has gone missing. Multiple emails and phone calls with no response really delayed updating out wifi router this year until Rogers suggested just using geek squad. They came by for a free estimate and will be updating and servicing our network on April 15. In advance of that, I went out and bought a new router which should last us 34 years according to them and was able to install it into our network myself. We also had a delay in getting RAM upgrades as a result of OTS going missing but I was able to find a tutorial and do RAM upgrades myself on the computers that needed them. I'll be trying to update our asset list over the summer to reflect the upgrades we've done and equipment we purchased.

BANNER Nadia and I have discussed running a banner design contest now that our building is blank and unrecognizable. I've asked the university to pay the install fee as they removed our banner during construction but at this point they've informed me they won't be covering the cost because our old banner was due for replacement. Either way, we've got the money in advertising and promotions to buy and install a nice big banner for the building.

3RD FLOOR: We've had another meeting and walkthrough with the university with regards to the 3rd floor. It sounds like the floor may be move in ready as soon as soon as early May.

Goals for April Include:

- Follow up on collections
- Start year end prep
- Complete most ed board hiring

And no one the Ontario Labour Commission this month.

—DAYNE MOYER, FPS GM aka Head Fella

EIC Report—April 3, 2016

Staff

Generally speaking, dealing with staff has been good. After a series of issues ahead of the health issue our production manager was laid off. Our visual staff, Kim and Marta have stepped up to the plate. Kim will take over the production manager duties, and Marta the visual editor. I've instructed staff to try to take as many of their own photos to help ease the stress and I've let them know that I can help out if needed.

Staffing for next year

So we held our EIC election at the beginning of the month and I think it went really well. The membership elected Managing Editor Savannah Awde as EIC next year, and we've already begun work for projects next year. The first big thing is hiring which we've began organizing and we have a deadline for April 8th for applications. We're hoping to get ed board wrapped up before everyone leaves at the end of April.

We've been working with Dayne on the Freelance proposal and I'm extremely excited about the project, I think we have a really solid, transparent system that can work well!

Staff Status

We have about 22 staff status members for second semester.

Events

We held a number of events in March including a working at the Fulcrum workshop, freelancing workshop and Basketball viewing party on St. Patty's Day. Mark my words I will get a CBC tour (things were pushed back because of the federal budget).

Online

Will be sending soon. Things are pretty steady, but our numbers have been doing well these past few days since the SFUO announced layoffs and cut backs.

President Report – February 28th, 2016

Board of Directors:

We lost Lindsay this month which is unfortunate. She brought lots of excellent insights from her time as Staff Reporter to the Board and she will be missed. With the AGM upcoming, I'll be using that moment to try and recruit new members for both this and next year. It's my hope that if new people are looking to join next year's board, they will be willing to join the current board before our term runs out.

Business Department:

For the first time this year, I don't have much to say about the business department.

Committees:

Finance Committee: We've had a few meetings and lots of emails have been sent working on the new budget. The majority of lines have been decided on but with potential changes to staffing still on the table, we aren't in a position to finalize the budget yet.

In Dayne's proposal, I'm confident that our expenses are set. The main are that need to be dealt with are the freelance fund, how it will affect support staff and other potential staffing changes. This will need to be done in consultation with the HR committee and discussed with the new EIC.

I believe that the current proposal that Dayne has brought forward is enough to be presented at the AGM and is a very solid framework to work with going forward.

Editorial Board:

As we all know, we voted to remove Devin as Production Manager earlier this month. I'd like to thank Dayne and Nadia for working hard to try and repair the relationship but this was the right move to do for the paper. It will allow others to get some experience before the year is out and will stop the disrespect that has consistently taken place during the year.

Despite this, the quality of the paper has not been compromised. With two papers to go, I'm confident that the team will bring the same professionalism and quality they have the whole year.

Other Business

I've sent an email to the scholarship department to get the ball rolling on a potential volunteer scholarship.

Cheers,
Mackenzie Gray